A Global and National Implementation Plan for Public Health Workforce Development - *At A Glance*

Vision	Goal	Guiding Principles	Key Planning Assumptions	Definitions
A global learning enterprise for public health practitioners: • Founded in sound science • Provides access to master teachers • Facilitated by learner-oriented information technology • Integrated into existing learning and practice settings	Frontline public health workers prepared to respond to current and emerging health threats	• Builds on existing resources • Focuses on needs of frontline • Enhances collaboration and partnerships • Science-based • Strengthens competency, certification and credentialing systems	• New competencies are required for 21st century practice • Diverse, multi sector, geographically dispersed workforce • Essential services defines work of public health • Increased access to/use of technology	*Public health workforce*: Perform one or more of the essential public health services regardless of practice setting. *Context*-plan addresses CDC/ATSDR role in collaboration with partners in addressing needs of public health workforce

Monitor workforce composition /project needs	Identify competencies/ develop curriculum	Design an integrated learning system	Use incentives to assure competency	Conduct evaluation and research	Assure financial support	Establish coordination and accountability
1A: Develop action plan to enumerate public health workforce periodically	2A: Establish a national system of Centers for Public Health Preparedness	3A: Build capacity for technology-based learning at Federal, State and local levels	4A: Develop a multiple pathway framework for certification and credentialing in public health	5A: Develop research agenda and methods to address workforce development issues	6A: Secure a funding base for federal, State and local workforce development activities	Establish governance structure for implementation of global/national plan
1B: Promote consistent use of public health workforce terminology in data collection	2B: Develop and disseminate curriculum models and learning resources based on core public health competencies	3B-Establish standards, guidelines, and governance structure to enhance integrated global/national operations	4B: Develop strategies which promote life long learning behaviors and eliminate obstacles	5B: Integrate evaluation strategies in key workforce activities, (e.g., Public Health Training Network and Centers for Public Health Preparedness)	6B: Implement the CDC/HRSA Memorandum of Understanding on PH Workforce Development	Establish evaluation and system performance monitoring at each level: • Individual learning; • Programmatic; • Public health outcome
1C: Analyze available data sources for trends and developmental needs	2C: Identify factors which support adoption/use of competency-based curricula in public health agencies	3C: Develop communications and marketing strategy to accelerate use (global & nat'l) of technology-mediated learning in public health	4C: Identify factors which promote linkages between workforce competency and organizational performance	5C: Promote development and evaluation of practice- focused curricula in Schools of Public Health and related academic programs	6C: Link workforce development strategies with implementation of *"Public Health Threats and Emergencies Act"*	Develop/implement communications and dissemination strategy